



# Alex Rafuse

ASSOCIATE, HE/HIM/HIS

Alex advises on labor and employment matters in a variety of industries.



## Industries

[Health Care](#)  
[Fashion & Retail Law](#)  
[Consumer Products](#)  
[Hospitality](#)

## Practices

[Labor, Employment & OSHA](#)  
[Complex Litigation](#)

## Education

Loyola Law School, JD, 2022  
West Chester University of Pennsylvania, BA,  
summa cum laude, 2016

## Offices

[Los Angeles](#)

## Phone

[213.988.6690](#)

## Email

[alex.rafuse@afslaw.com](mailto:alex.rafuse@afslaw.com)

Alex represents employers in every stage of the litigation process, from prelitigation disputes to class certification hearings and trials. Alex specializes in labor and employment matters on behalf of employers of all sizes and has experience in the health care, fashion and retail, hospitality, and temporary staffing industries. Alex's work includes defending wrongful termination, employment discrimination, and counseling employers regarding California and federal employment law issues. Alex helps the firm conduct employee trainings regarding discrimination, harassment, and sexual harassment prevention and respect in the workplace. Alex also routinely represents employers in complex wage and hour and PAGA litigation.

While attending law school, Alex was the president of Loyola Law School's OUTLaw chapter and founded the Legal Name and Gender Marker Pro Bono Project. Alex was also a Production Editor for Loyola Law School's Entertainment Law Review and earned First Honors in his Introduction to Negotiations and Class Actions in the Era of COVID-19 classes.

## Previous Work

Prior to joining ArentFox Schiff, Alex was an associate at an international law firm. Alex previously served as the Judicial extern to the Honorable Sheri Bluebond, United States Bankruptcy Court for the Central District of California.

## Publications

Alex's publications include:

- "In California, Temporary Layoff Requires Immediate Payout of Vacation," *Law360* (Oct. 2023)

## Memberships

Los Angeles County Bar Association

— LGBTQ+ Lawyers Association of Los Angeles

## Professional Activities

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### Pro Bono Work

Alex regularly engages in pro bono work across several areas of law. Primarily, Alex has represented LGBTQ+ nonprofits in employment disputes. Alex has also represented individuals and families in immigration and adoption applications.

## Life Beyond the Law

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Outside of work, Alex spends time with family, friends, and his dog, Olive, and enjoys music and the arts, trying new foods, reading horror fiction, and watching competitive reality television.

## Bar Admissions

[California](#)

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## Court Admissions

[US District Court, Northern District of California](#)

[US District Court, Southern District of California](#)

[US District Court, Central District of California](#)

[US District Court, Eastern District of California](#)